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## Occupational Employment and Wages in Nashville-Davidson–Murfreesboro–Franklin — May 2015

Workers in the Nashville-Davidson-Murfreesboro-Franklin Metropolitan Statistical Area had an average (mean) hourly wage of \$21.49 in May 2015, about 7 percent below the nationwide average of \$23.23, according to the U.S. Bureau of Labor Statistics. Regional Commissioner Janet S. Rankin noted that, after testing for statistical significance, wages in the local area were lower than their respective national averages in 18 of the 22 major occupational groups including, computer and mathematical; management; and architecture and engineering. One group had a significantly higher wage than its respective national average.

When compared to the nationwide distribution, local employment was more highly concentrated in 6 of the 22 occupational groups, including management; office and administrative support; and transportation and material moving. Conversely, 14 groups had employment shares significantly below their national representation, including education, training, and library; construction and extraction; and personal care and service. (See [table A](#) and [box note](#) at end of release.)

**Table A. Occupational employment and wages by major occupational group, United States and the Nashville-Davidson-Murfreesboro-Franklin Metropolitan Statistical Area, and measures of statistical significance, May 2015**

Major occupational group	Percent of total employment		Mean hourly wage		
	United States	Nashville	United States	Nashville	Percent difference <sup>(1)</sup>
Total, all occupations.....	100.0%	100.0%	\$23.23	\$21.49*	-7
Management.....	5.0	6.7*	55.30	46.86*	-15
Business and Financial Operations.....	5.1	4.8*	35.48	32.06*	-10
Computer and Mathematical.....	2.9	2.4*	41.43	34.89*	-16
Architecture and Engineering.....	1.8	1.4*	39.89	33.98*	-15
Life, Physical, and Social Science.....	0.8	0.5*	34.24	27.99*	-18
Community and Social Services.....	1.4	1.1*	22.19	19.81*	-11
Legal.....	0.8	0.6*	49.74	44.50*	-11
Education, Training, and Library.....	6.2	4.8*	25.48	22.74*	-11
Arts, Design, Entertainment, Sports, and Media.....	1.3	1.6*	27.39	26.10	-5
Healthcare Practitioner and Technical.....	5.8	6.4	37.40	33.03*	-12
Healthcare Support.....	2.9	2.6*	14.19	13.40*	-6
Protective Service.....	2.4	2.2*	21.45	17.26*	-20
Food Preparation and Serving Related.....	9.1	9.3	10.98	10.02*	-9
Building and Grounds Cleaning and Maintenance.....	3.2	2.6*	13.02	11.67*	-10
Personal Care and Service.....	3.1	2.3*	12.33	12.15	-1
Sales and Related.....	10.5	10.0*	18.90	18.12*	-4

**Table A. Occupational employment and wages by major occupational group, United States and the Nashville-Davidson-Murfreesboro-Franklin Metropolitan Statistical Area, and measures of statistical significance, May 2015 - Continued**

Major occupational group	Percent of total employment		Mean hourly wage		
	United States	Nashville	United States	Nashville	Percent difference <sup>(1)</sup>
Office and Administrative Support.....	15.8	17.4*	17.47	17.21*	-1
Farming, Fishing, and Forestry.....	0.3	0.1*	12.67	14.32*	13
Construction and Extraction.....	4.0	3.0*	22.88	19.76*	-14
Installation, Maintenance, and Repair.....	3.9	4.3*	22.11	21.39*	-3
Production.....	6.6	7.7*	17.41	17.26	-1
Transportation and Material Moving.....	6.9	8.2*	16.90	16.10*	-5

<sup>(1)</sup> A positive percent difference measures how much the mean wage in Nashville-Davidson-Murfreesboro-Franklin is above the national mean wage, while a negative difference reflects a lower wage.

\* The percent share of employment or mean hourly wage for this area is significantly different from the national average of all areas at the 90-percent confidence level.

One occupational group—management—was chosen to illustrate the diversity of data available for any of the 22 major occupational categories. Nashville-Davidson-Murfreesboro-Franklin had 59,210 jobs in management, accounting for 6.7 percent of local area employment, significantly higher than the 5.0-percent share nationally. The average hourly wage for this occupational group locally was \$46.86, significantly below the national wage of \$55.30.

Some of the larger detailed occupations within the management group included general and operations managers (15,870), financial managers (5,830), and sales managers (3,790). Among the higher paying jobs were chief executives and architectural and engineering managers, with mean hourly wages of \$79.41 and \$54.81, respectively. At the lower end of the wage scale were education administrators, preschool and childcare center/program (\$17.49) and food service managers (\$21.27). (Detailed occupational data for management are presented in [table 1](#); for a complete listing of detailed occupations available go to [www.bls.gov/oes/2015/may/oes\\_34980.htm](http://www.bls.gov/oes/2015/may/oes_34980.htm).)

Location quotients allow us to explore the occupational make-up of a metropolitan area by comparing the composition of jobs in an area relative to the national average. (See [table 1](#).) For example, a location quotient of 2.0 indicates that an occupation accounts for twice the share of employment in the area than it does nationally. In the Nashville-Davidson-Murfreesboro-Franklin Metropolitan Statistical Area, above-average concentrations of employment were found in many of the occupations within the management group. For instance, food service managers were employed at 2.5 times the national rate in Nashville, and administrative services managers, at 1.9 times the U.S. average. On the other hand, education administrators, elementary and secondary school had a location quotient of 1.0 in Nashville, indicating that this particular occupation's local and national employment shares were similar.

These statistics are from the Occupational Employment Statistics (OES) survey, a federal-state cooperative program between BLS and State Workforce Agencies, in this case, the Tennessee Department of Labor & Workforce Development.

## **Notes on Occupational Employment Statistics Data**

With the issuance of data for May 2015, the OES program has incorporated redefined metropolitan area definitions as designated by the Office of Management and Budget. OES data are available for 394 metropolitan areas, 38 metropolitan divisions, and 167 OES-defined nonmetropolitan areas. A listing of the areas and their definitions can be found at [www.bls.gov/oes/current/msa\\_def.htm](http://www.bls.gov/oes/current/msa_def.htm).

A value that is statistically different from another does not necessarily mean that the difference has economic or practical significance. Statistical significance is concerned with the ability to make confident statements about a universe based on a sample. It is entirely possible that a large difference between two values is not significantly different statistically, while a small difference is, since both the size and heterogeneity of the sample affect the relative error of the data being tested.

### **Technical Note**

The Occupational Employment Statistics (OES) survey is a semiannual mail survey measuring occupational employment and wage rates for wage and salary workers in nonfarm establishments in the United States. The OES program produces employment and wage estimates for over 800 occupations for all industries combined in the nation; the 50 states and the District of Columbia; 432 metropolitan areas and divisions; 167 nonmetropolitan areas; and Guam, Puerto Rico, and the U.S. Virgin Islands. National estimates are also available by industry for NAICS sectors, 3-, 4-, and selected 5- and 6-digit industries, and by ownership across all industries and for schools and hospitals. OES data are available at [www.bls.gov/oes/tables.htm](http://www.bls.gov/oes/tables.htm).

OES estimates are constructed from a sample of about 1.2 million establishments. Forms are mailed to approximately 200,000 sampled establishments in May and November each year. May 2015 estimates are based on responses from six semiannual panels collected over a 3-year period: May 2015, November 2014, May 2014, November 2013, May 2013, and November 2012. The overall national response rate for the six panels is 73.5 percent based on establishments and 69.6 percent based on weighted sampled employment. The unweighted employment of sampled establishments across all six semiannual panels represents approximately 57.9 percent of total national employment. (Response rates are slightly lower for these estimates due to the federal shutdown in October 2013.) The sample in the Nashville-Davidson-Murfreesboro-Franklin Metropolitan Statistical Area included 5,096 establishments with a response rate of 64 percent. For more information about OES concepts and methodology, go to [www.bls.gov/news.release/ocwage.tn.htm](http://www.bls.gov/news.release/ocwage.tn.htm).

The May 2015 OES estimates are based on the 2010 Standard Occupational Classification (SOC) system and the 2012 North American Industry Classification System (NAICS). Information about the 2010 SOC is available on the BLS website at [www.bls.gov/soc](http://www.bls.gov/soc) and information about the 2012 NAICS is available at [www.bls.gov/bls/naics.htm](http://www.bls.gov/bls/naics.htm).

### **Metropolitan area definitions**

The substate area data published in this release reflect the standards and definitions established by the U.S. Office of Management and Budget.

The **Nashville-Davidson-Murfreesboro-Franklin, Tenn. Metropolitan Statistical Area** includes Cannon, Cheatham, Davidson, Dickson, Hickman, Macon, Maury, Robertson, Rutherford, Smith, Sumner, Trousdale, Williamson, and Wilson Counties.

### **Additional information**

OES data are available on our regional web page at [www.bls.gov/regions/southeast](http://www.bls.gov/regions/southeast). Answers to frequently asked questions about the OES data are available at [www.bls.gov/oes/oes\\_ques.htm](http://www.bls.gov/oes/oes_ques.htm). Detailed technical information about the OES survey is available in our Survey Methods and Reliability Statement on the BLS website at [www.bls.gov/oes/2015/may/methods\\_statement.pdf](http://www.bls.gov/oes/2015/may/methods_statement.pdf).

Information in this release will be made available to sensory impaired individuals upon request . Voice phone: (202) 691-5200; Federal Relay Service: (800) 877-8339.

**Table 1. Employment and wage data from the Occupational Employment Statistics survey, by occupation, Nashville-Davidson-Murfreesboro-Franklin Metropolitan Statistical Area, May 2015**

Occupation <sup>(1)</sup>	Employment		Mean wages	
	Level <sup>(2)</sup>	Location quotient <sup>(3)</sup>	Hourly	Annual <sup>(4)</sup>
Management Occupations.....	59,210	1.3	\$46.86	\$97,460
Chief Executives.....	2,230	1.5	79.41	165,170
General and Operations Managers.....	15,870	1.2	54.46	113,280
Legislators.....	270	0.7	<sup>(5)</sup>	25,990
Advertising and Promotions Managers.....	260	1.4	38.02	79,080
Marketing Managers.....	1,330	1.1	47.48	98,770
Sales Managers.....	3,790	1.6	49.84	103,670
Public Relations and Fundraising Managers.....	380	1.0	45.33	94,290
Administrative Services Managers.....	3,310	1.9	38.68	80,440
Computer and Information Systems Managers.....	3,250	1.5	49.83	103,650
Financial Managers.....	5,830	1.7	52.67	109,560
Industrial Production Managers.....	1,240	1.1	40.21	83,640
Purchasing Managers.....	680	1.5	41.07	85,430
Transportation, Storage, and Distribution Managers.....	1,130	1.6	39.49	82,140
Compensation and Benefits Managers.....	220	2.1	43.52	90,530
Human Resources Managers.....	1,040	1.3	42.14	87,650
Training and Development Managers.....	460	2.3	38.01	79,060
Construction Managers.....	2,020	1.3	45.38	94,400
Education Administrators, Preschool and Childcare Center/Program.....	130	0.4	17.49	36,390
Education Administrators, Elementary and Secondary School.....	1,500	1.0	<sup>(5)</sup>	76,000
Education Administrators, Postsecondary.....	1,170	1.4	44.48	92,520
Education Administrators, All Other.....	<sup>(5)</sup>	<sup>(5)</sup>	24.71	51,390
Architectural and Engineering Managers.....	1,060	0.9	54.81	114,010
Food Service Managers.....	3,170	2.5	21.27	44,240
Lodging Managers.....	320	1.4	30.74	63,930
Medical and Health Services Managers.....	3,240	1.6	45.86	95,380
Natural Sciences Managers.....	160	0.5	54.75	113,880
Postmasters and Mail Superintendents.....	60	0.6	39.20	81,530
Property, Real Estate, and Community Association Managers.....	1,820	1.6	28.63	59,540
Social and Community Service Managers.....	700	0.9	30.88	64,240
Managers, All Other.....	1,900	0.8	39.19	81,520

<sup>(1)</sup> For a complete listing of all detailed occupations in Nashville-Davidson-Murfreesboro-Franklin, TN, see [www.bls.gov/oes/current/oes\\_34980.htm](http://www.bls.gov/oes/current/oes_34980.htm).

<sup>(2)</sup> Estimates for detailed occupations do not sum to the totals because the totals include occupations not shown separately. Estimates do not include self-employed workers.

<sup>(3)</sup> The location quotient is the ratio of the area concentration of occupational employment to the national average concentration. A location quotient greater than one indicates the occupation has a higher share of employment than average, and a location quotient less than one indicates the occupation is less prevalent in the area than average.

<sup>(4)</sup> Annual wages have been calculated by multiplying the hourly mean wage by a 'year-round, full-time' hours figure of 2,080 hours; for those occupations where there is not an hourly mean wage published, the annual wage has been directly calculated from the reported survey data.

<sup>(5)</sup> Estimate not released.